



**Semi-Annual Report
on
Female and Minority Employment**

July 1 – December 31, 2009

**Personnel Cabinet
February 2010**



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NIKKI R. JACKSON
SECRETARY

February 17, 2010

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed semi-annual report on Female and Minority Employment for the six-month period of July 1 through December 31, 2009. This report reflects the overall minority and female employment utilization for the Executive Branch as well as figures for each of the various cabinets.

On July 1, 2004, the long-term hiring goal for minorities was raised from 7.51% to 10%. The long-term hiring goal for females remained at 52.42%, as established in June 1996. These goals reflect the female and minority population as recorded by the 2000 Census. Through these goals, your Administration continues its focus on increasing representation in employment by race, ethnicity and gender.

For the first reporting period since June 2007, both minority and female utilization rose slightly. The total number of state employees as of December 31, 2009, was 32,322. The current utilization percentages are 8.77% for minorities and 49.07% for females, up 0.03% and 0.18%, respectively, from the last reporting period.

The Personnel Cabinet, the Cabinet for Health and Family Services, and the Labor Cabinet have exceeded the overall goals for both minority and female employment. The Economic Development Cabinet, Education Cabinet and General Government have exceeded the overall goals for female employment.

The Personnel Cabinet, through its Office of Diversity and Equality (ODE), is committed to assisting all agencies with achieving their goals of creating and maintaining a diverse workforce. ODE provides training in the areas of diversity and EEO and continues to develop specific and targeted consultations for the various cabinets in hopes of creating a continued trend towards full utilization.

Sincerely

A handwritten signature in blue ink that reads "N. Jackson".

Nikki R. Jackson, Secretary

Enclosure: Semi-Annual Report July 1, 2009 – December 31, 2009

STATEMENT OF PURPOSE

Office of Diversity and Equality

The Office of Diversity and Equality, in the Commonwealth of Kentucky's Personnel Cabinet, is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18A.138 (4) directs the Personnel Cabinet to produce this Semi-Annual Report on Minority and Female Employment in order to provide state officials with a progress assessment of the Commonwealth's Affirmative Action Plan. The data in this report reflects the degree of workforce diversity within state government.

The Affirmative Action Plan of the Commonwealth of Kentucky provides the state with utilization goals for female and minority employment. Currently, these goals are set at 52.42% and 10%, respectively. The purpose of this Semi-Annual Report on Female and Minority Employment is to provide a snapshot of workforce realities in comparison to the established utilization goals.

The Commonwealth of Kentucky's commitment to Affirmative Action and equal employment opportunities is a work in progress. This report identifies the complex status of affirmative action goals within state government when considering the various cabinets individually. Unlike previous reports, this report includes charts identifying utilization trends for the individual cabinets.

The Office of Diversity and Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to promote and sustain a workforce that reflects the diversity found within the Commonwealth. Success in securing a diverse workforce is a legal, economic and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

Report Structure & Methodology

Customer Information Control System (CICS), the Commonwealth's payroll system, provides the employment data found within this Semi-Annual Report on Minority and Female Utilization. The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find both written and graphic descriptions of the data provided by CICS, beginning with an overview of the statewide progress, followed by a snapshot of minority and female utilization numbers for the various cabinets.

Notes on Reading the Utilization Tables

1.) The Commonwealth Utilization Table (page 9) consists of twelve columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on the Commonwealth Utilization Table, from left to right, are (abbreviations used in report in parenthesis):

- Job Category
- Total Number of Employees (TOT EMPS)
- Number of Minorities Employed (MIN)
- Percentage of Minorities in the Total Workforce (% MIN)
- Projected Minority Utilization Goal (MIN PROJ % Goal)
- Number of Minority Hires Needed to Reach Utilization Goals (# MIN NEEDED)
- Minority Utilization Average for All Employers in the State (STATE MIN AVG)¹
- Number of Females Employed (FEMALE EMPS)
- Percentage of Females in the Total Workforce (% FEMALE)
- Projected Female Utilization Goal (FEM PROJ %)
- Number of Female Hires Needed to Reach Utilization Goals (# FEMALES NEEDED)
- Female Utilization Average for All Employers in the State (STATE FEMALE AVG)

2.) Rows 2-10 on the Commonwealth Utilization Table represent the EEO Job Categories found within state government. There are nine possible categories - for a description of each EEO Job Category **SEE APPENDIX I.**

3.) Rows 11-13 provide totaled information for overall analysis. These rows include:

- TOTAL (the sum of all data found in the various columns for each EEO job category)
- JUNE '09 TOTAL (the total from the previous reporting period)
- CHANGES (the differences (+/-) between the current total and the total from the previous reporting period)

4.) Color coding is used to highlight certain useful information for readers.

- Green (utilization goal met)

¹ These statewide utilization averages for all employers (public and private) have been taken from the 2000 Census Bureau website. The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact of including this data, which includes sixteen and seventeen year olds, on this analysis is unknown. One could assume that this particular age group would affect the numbers of certain EEO categories not included in this report, such as Sales Workers and Laborers & Helpers. This information is located on the EEO Data Tool Page of the US Census Bureau's website: www.census.gov/hhes/www/eeoindex/page_c.html (accessed 10/21/2008).

Cabinet Utilization Tables

Also included in this report are snapshots of the overall minority and female utilization numbers for each cabinet as well as a breakdown for by the various EEO Job Categories.

Analytical Framework for Readers

The analysis found within this report focuses on providing readers with a general overview of the status of the Commonwealth of Kentucky and its various cabinets on the employment of minorities and women. The numbers themselves give little room for interpretation when comparing employment realities with projected utilization goals. Therefore, this report also provides the utilization average of all employers within the state (public and private) to place the Commonwealth's numbers within the context of statewide workforce availability. Though the causes for underutilization cannot be fully articulated through this data and the methodology used to compile this report, readers should use the statewide utilization average (for all employers, public and private) as a benchmark to analyze how the Commonwealth performs in relation to other employers.

Certain cabinets will have more difficulty reaching goals due to the limited qualifying availability within the labor pool of targeted populations for traditionally race or gender dominated positions. This does not excuse underutilization, but rather, provides the opportunity for innovation in recruitment and retention of minority and female employees in order to improve these numbers in a good faith effort (even if reaching the projected goal is not feasible).

For the purpose of this report, areas highlighted to indicate the achievement of utilization goals comply strictly with the percentages established to quantify full utilization.

COMMONWEALTH OF KENTUCKY WORKFORCE ANALYSIS

Overall Statewide Analysis

Between July 1 and December 31, 2009, the number of state employees increased by 474 employees from 31,848 to 32,322.

1.) Minority Utilization

Unlike the previous reporting period, both overall state employment and utilization have increased. The percentage of minority utilization rose 0.03% during these six months from 8.74% to 8.77%.² This increase in minority utilization ends the declining trend began in June 2007. This slight increase in minority utilization is attributed to the percentage of minority held positions created during this six-month period. Since July 2009, minorities held 11.18% of the 474 positions added to the state payroll. Unlike previous reporting periods, when minority positions were either vacated or eliminated at a disproportionate rate or minorities were underrepresented in new hires, the percentage of new positions held by minorities in this reporting period was 1.18% above the projected utilization goal.

Currently, state government is 398 minority held positions away from reaching utilization.

2.) Female Utilization

During the last six months, the percentage of females employed by the Commonwealth of Kentucky rose 0.18%, from 48.89% to 49.07%.³ Similarly to the analysis on statewide minority utilization, this reporting period shows a female hiring rate of 61.8%, 9.38% above the projected female utilization goal. Previous reporting periods, when female utilization in state government was in decline, revealed a disproportionate number of women leaving state government and female underrepresentation in new hires.

Currently, state government is 1,082 female held positions away from reaching utilization.

3.) Climate Analysis

Though this slight increase in both minority and female utilization is welcomed news, the current budget shortfalls within state government, in correlation with the current economic recession, will continue to provide an obstacle for the Commonwealth in reaching utilization goals. Full representation of minorities and females in new hires are essential to increasing utilization, but since employment opportunities in state government are currently limited, cabinets and agencies will need to focus on retaining the minorities and females currently employed with the state in order to prevent any future decline.

² See Minority Utilization Trend on page 15.

³ See Female Utilization Trend on page 16.

Commonwealth Analysis by EEO Category⁴

1.) Minority Utilization by EEO Category

As of December 31, 2009, the Commonwealth of Kentucky met minority utilization goals in the following EEO Categories: Groups 5 (Paraprofessionals) and 8 (Service Maintenance). The table for statewide utilization shows that the percentage for EEO Group 2 (Professionals) is very close to utilization – only 0.94% (or 151 individuals) away from the hiring goal. This group is well above the state average of 8.4%.⁵ The Commonwealth's utilization continues to be greater than the utilization average for all employers in the state in the EEO Groups 1 (Officials & Administrators), 2 (Professionals), and 5 (Paraprofessionals). The Groups that fall short of both utilization goals and the statewide average are Groups 3 (Technicians), 4 (Protective Service Workers), 6 (Office & Clerical), and 7 (Skilled Workers).

The minority utilization averages for all employers in the state serve as useful benchmarks to analyze state government's progress in these areas. However, though most of these averages also fall below 10%, it should not be inferred that the Commonwealth's utilization goals are not attainable. An increase in minority utilization within state government would provide an example for employers across the state. The Commonwealth's goal of 10% minority utilization may be attained through more targeted and disciplined recruitment techniques. In response to the previous trend of steady decline in minority utilization within state government, efforts to educate officials on diversity and minority recruitment and retention are in development.

2.) Female Utilization by EEO Category

As of December 31, 2009, the Commonwealth of Kentucky continues to meet female utilization goals in the following EEO Categories: Groups 2 (Professionals), 5 (Paraprofessionals), 6 (Office and Clerical) and 9 (Other). The categories that fall short of utilization goals are Groups 1 (Officials & Administrators), 3 (Technicians), 4 (Protective Service Workers), 7 (Skilled Workers) and 8 (Service Maintenance). The data does indicate that in the EEO Groups 1, 2, 5, 6, and 7, the Commonwealth's utilization of females is at a percentage greater than the statewide average for all employers.

The numbers for both state government and the state average for all employers suggest the workforce availability for certain EEO categories will provide substantial obstacles in achieving utilization goals. Factors like trends of interest, educational attainment, geographic location and the terms of employment should be considered. This seems especially true for Groups 4 (Protective Service Workers) and 7 (Skilled Workers), with average female utilization of 19.8% and 5.1% respectively. These two categories represent positions traditionally dominated by males.

⁴ For definitions of the EEO Job Categories please see **Appendix 1**.

⁵ The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. This information is located on the US Census Bureau's EEO Data Tool website: www.census.gov/hhes/www/eeoindex/page_c.html (accessed 10/21/2008).

COMMONWEALTH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	2,877	214	7.44%	10.00%	73.7	6.1%	1,194	41.5%	52.42%	314.1	37.7%
EEO GRP 2: PROFESSIONAL	16,061	1,455	9.06%	10.00%	150.1	8.4%	9,338	58.18%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1,842	130	7.06%	10.00%	54.2	8.2%	656	35.61%	52.42%	309.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	3,288	220	6.69%	10.00%	108.8	10.6%	531	16.15%	52.42%	1,192.6	19.8%
EEO GRP 5: PARA PROFESSIONAL	2,199	310	14.1%	10.00%	0.0	8.3%	1,722	78.31%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	1,982	146	7.37%	10.00%	52.2	9.3%	1,633	82.39%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2,369	131	5.53%	10.00%	105.9	5.8%	144	6.08%	52.42%	1,097.8	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1,713	229	13.37%	10.00%	0.0	14.7%	643	37.54%	52.42%	255	64.1%
EEO GRP 9: OTHER	1	0	--	10.00%	--	--	1	100%	52.42%	--	--
TOTAL	32,322	2,835	8.77%	10.00%	397.2		15,862	49.07%	52.42%	1,081.2	
June '09 TOTAL	31,848	2,782	8.74%	10.00%	402.8		15,569	48.89%	52.42%	1,125.8	
CHANGES	474	53	0.03%		-5.6		293	0.18%		-44.6	



Utilization Goals Met



Totals



December 2008 Totals



Columns represent
utilization percentages for
all employers in the state



Columns represent
numbers from the
Commonwealth



Changes in numbers between
June and December 2009

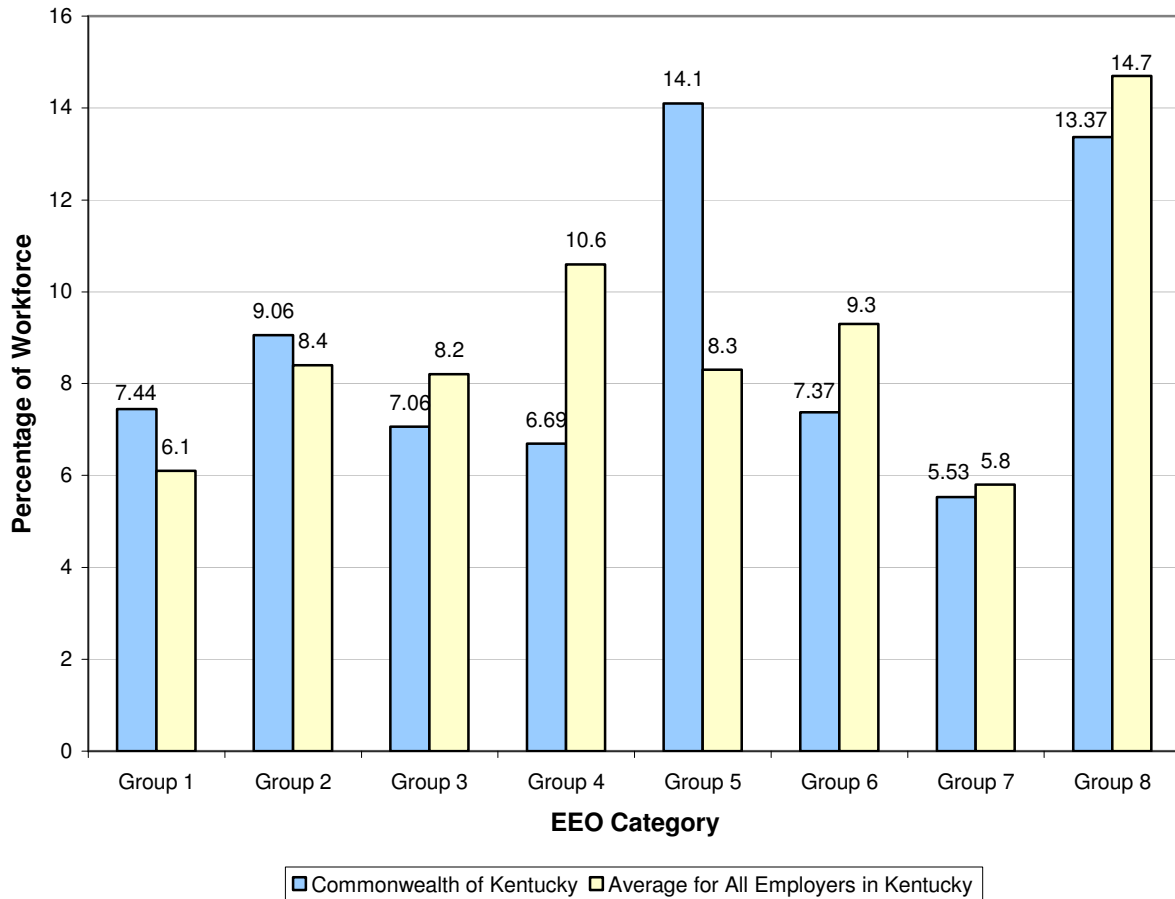
OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:⁶**
 - Health & Family Services Cabinet
 - Labor Cabinet
 - Personnel Cabinet
- **Cabinets meeting minority utilization goals:⁷**
 - Health & Family Services Cabinet (**13.52%**)
 - Labor Cabinet (**10.22%**)
 - Personnel Cabinet (**11.21%**)
- **Cabinets meeting female utilization goals:**
 - Economic Development Cabinet (**58.51%**)
 - Education Cabinet (**59.16%**)
 - General Government (**60.9%**)
 - Health & Family Services Cabinet (**79.64%**)
 - Labor Cabinet (**56%**)
 - Personnel Cabinet (**71.75%**)

⁶ Since the last reporting period, the number of cabinets that reach the utilization goals for both minority and female utilization has remained the same. However, the Economic Development Cabinet fell below the 10% goal, while the Labor Cabinet exceeded 10% (after several reporting period of near utilization).

⁷ The Economic Development Cabinet was incredibly close to the minority utilization goal with 9.57%.

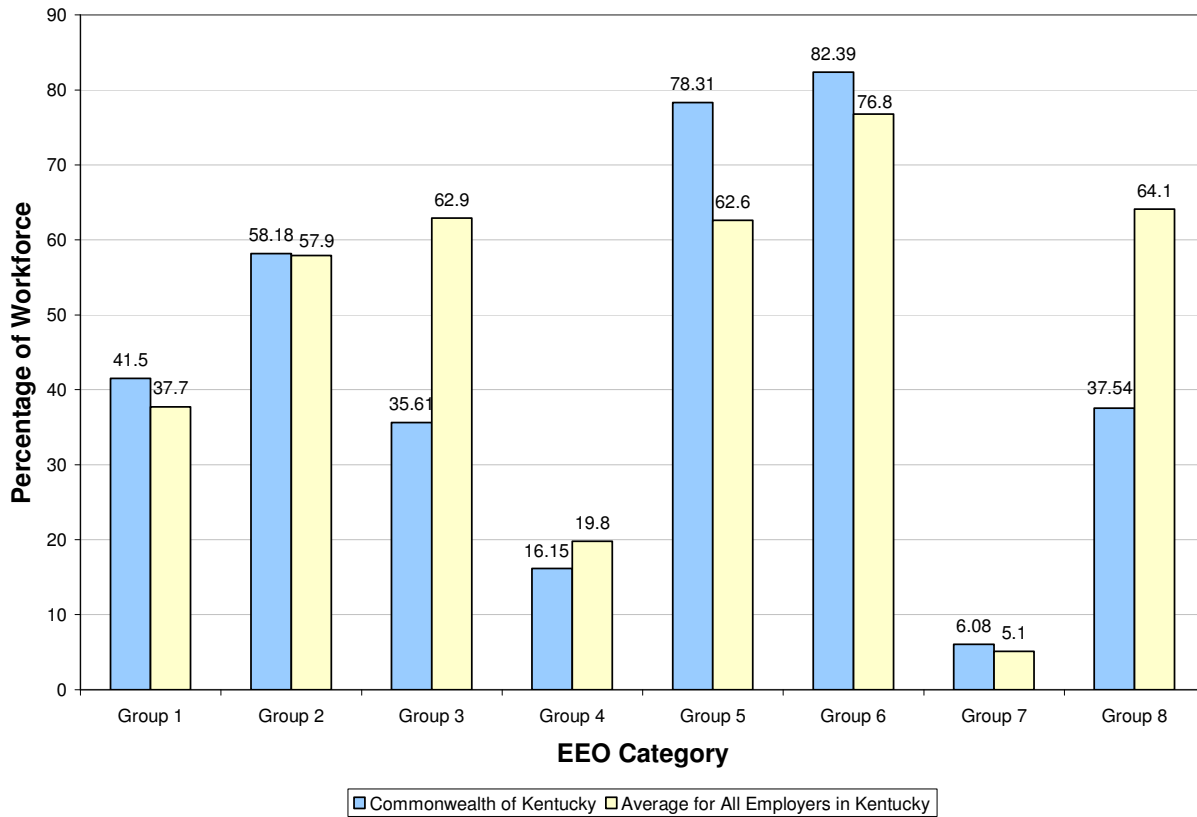
COMMONWEALTH MINORITY UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁸



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁸ The overall state minority utilization by EEO Category is found on the US Census Bureau's EEO Data Tool webpage, www.census.gov/hhes/www/eeoindex/page_c.html (accessed 10/21/2008).

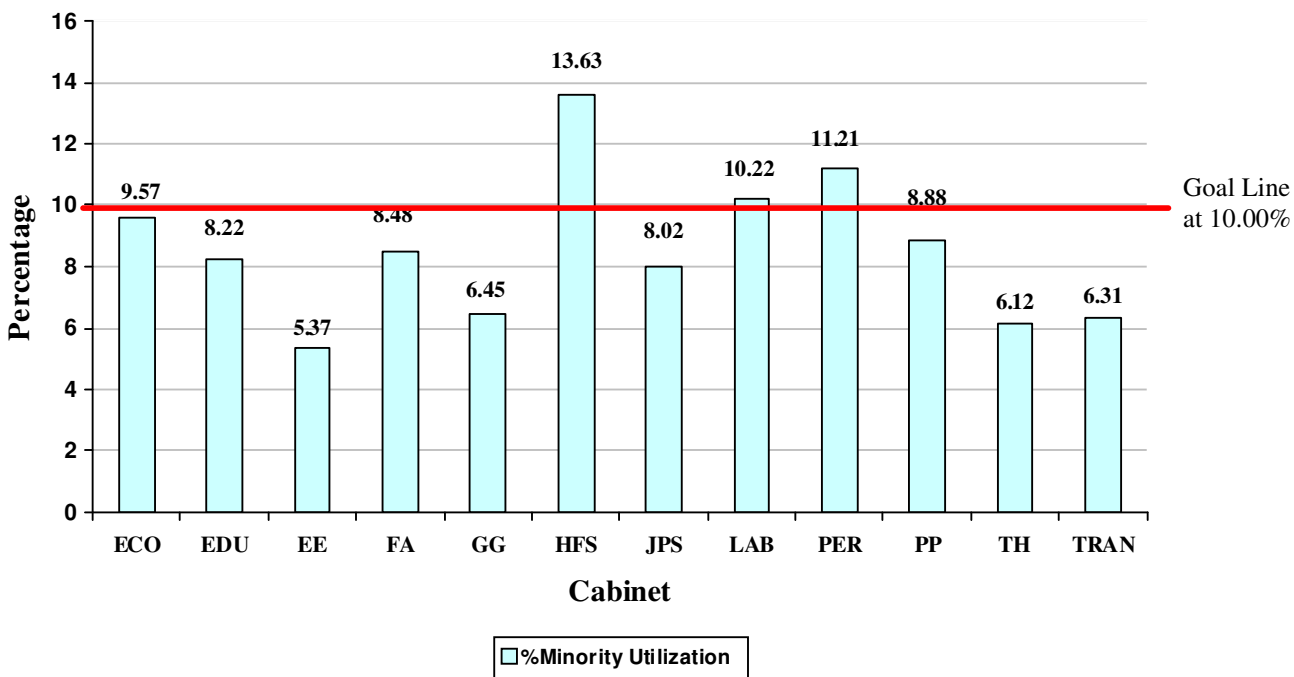
COMMONWEALTH FEMALE UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁹



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁹ The overall state female utilization by EEO Category is found on the US Census Bureau's EEO Data Tool webpage, http://www.census.gov/hhes/www/eoindex/page_c.html (accessed 10/21/2008).

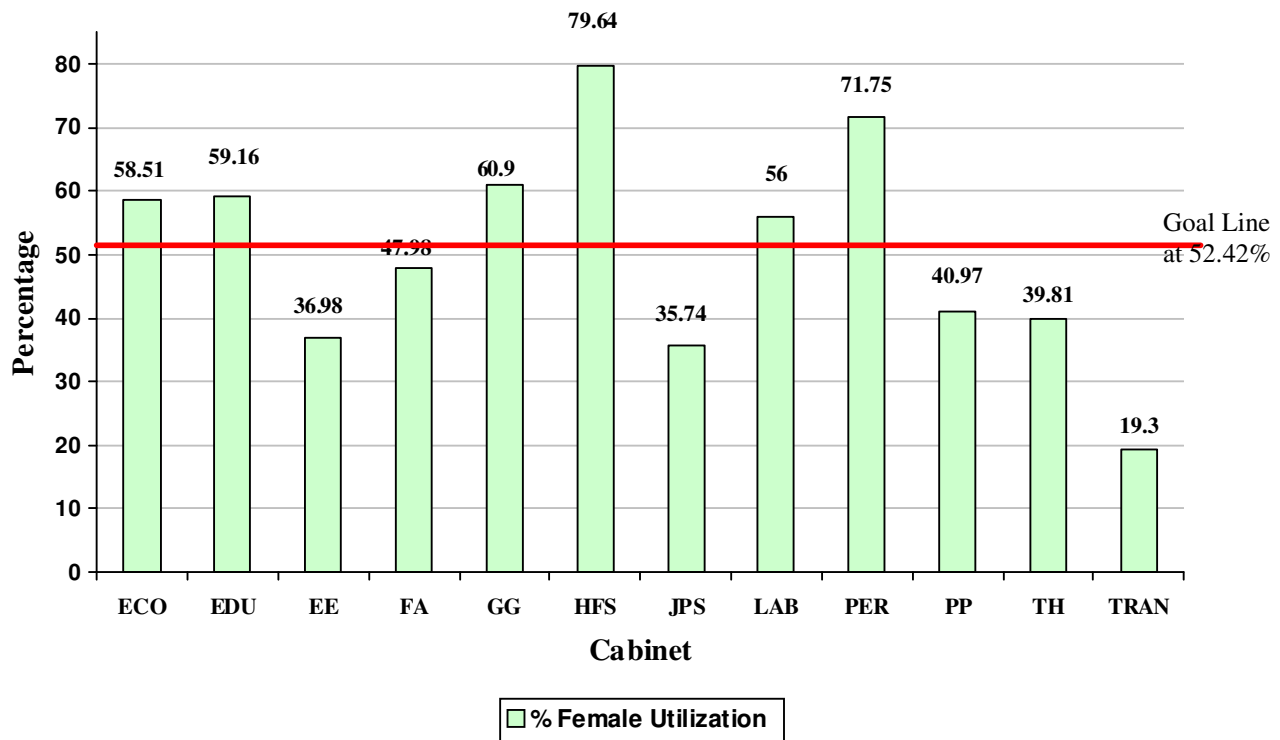
MINORITY UTILIZATION BY CABINET



CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TH	- Tourism, Arts & Heritage
TRAN	- Transportation

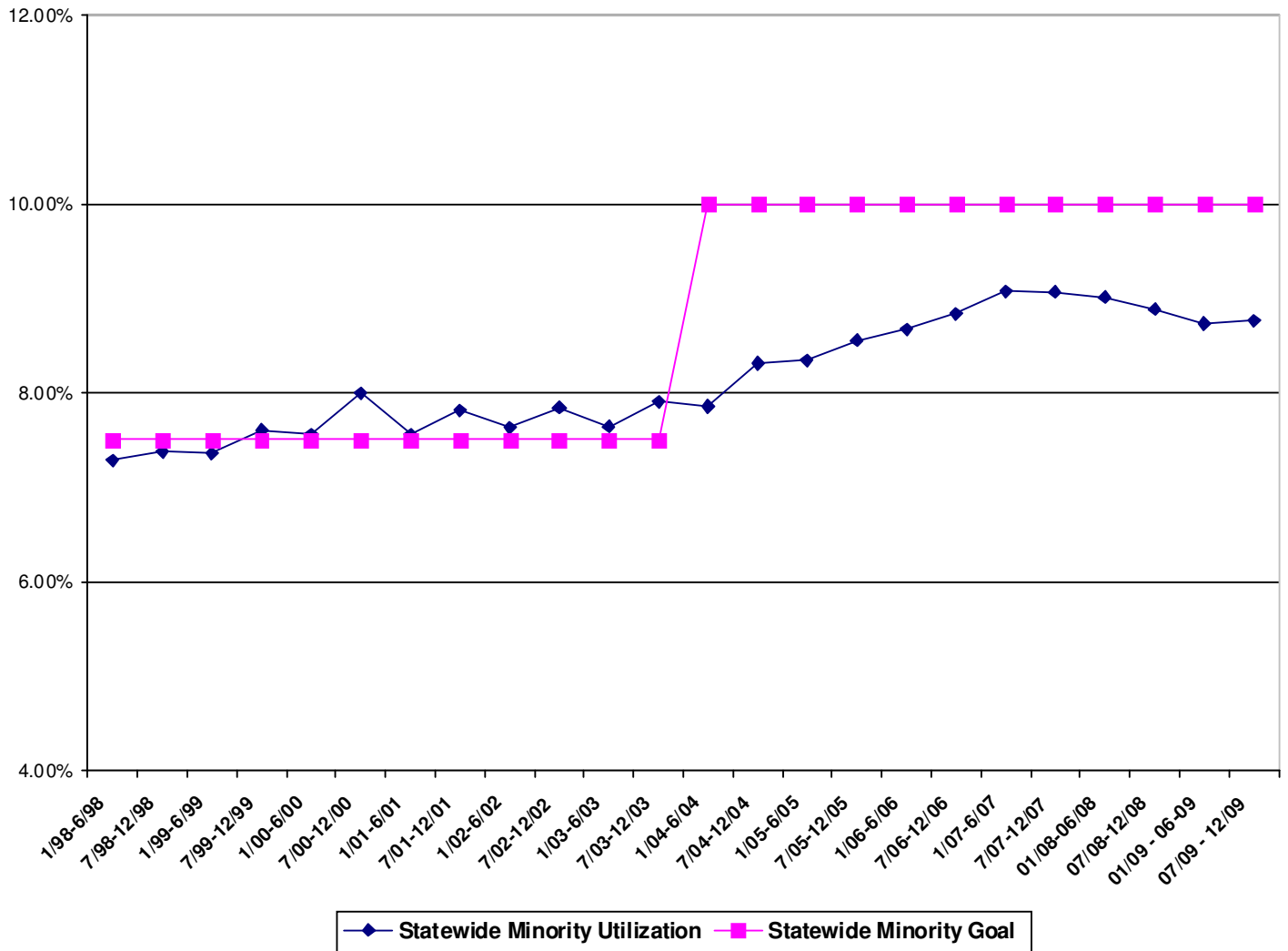
FEMALE UTILIZATION BY CABINET



CABINETS

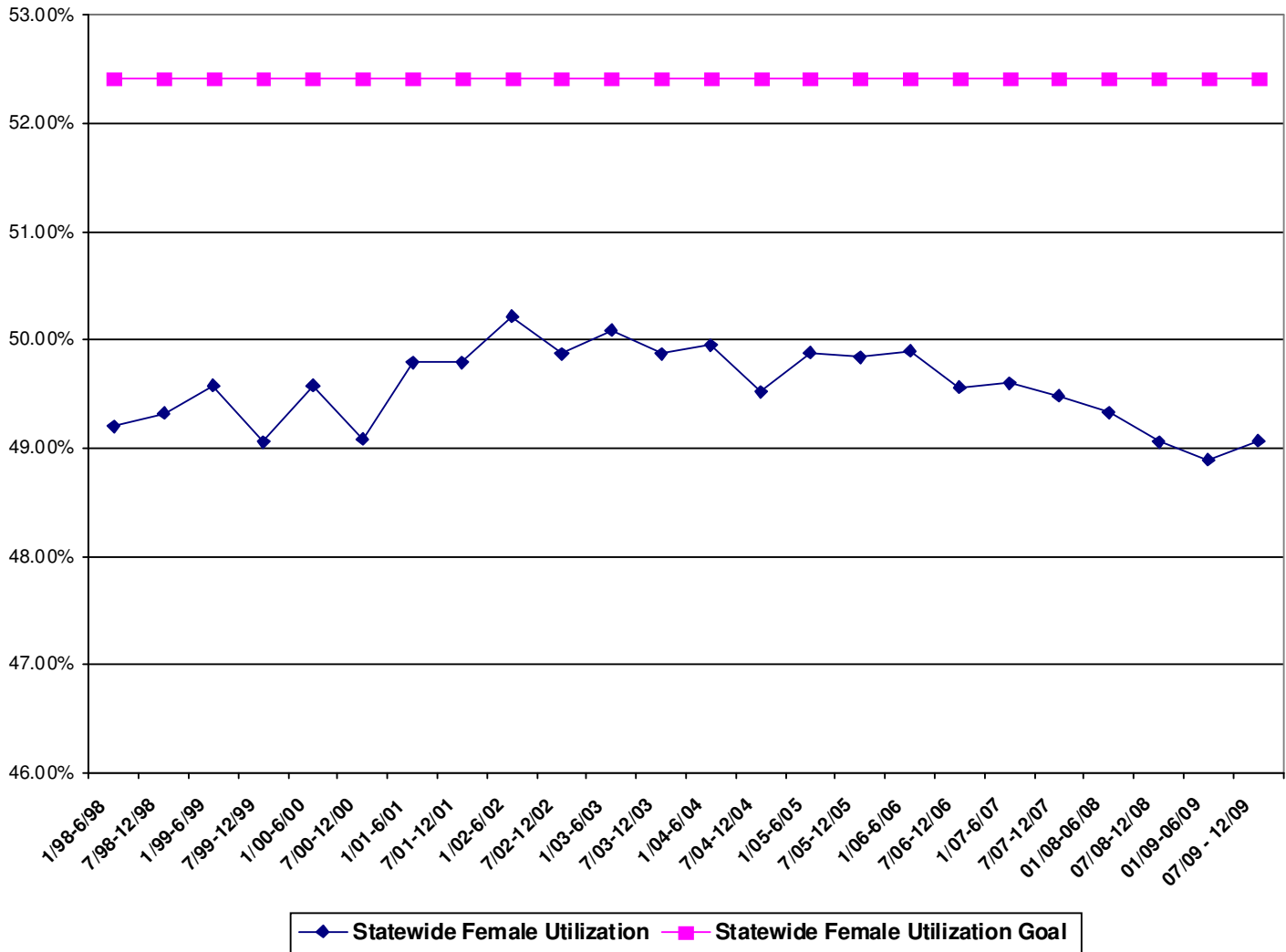
ECO	- Economic Development
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TRAN	- Transportation

MINORITY UTILIZATION TREND FOR JANUARY 1998 – DECEMBER 2009



This is the first reporting period since June 2007 that minority utilization has increased from the previous period. Nevertheless, the current minority utilization is 0.3% below the June 2007 apex of 9.07%.

FEMALE UTILIZATION TREND FOR JANUARY 1998 – DECEMBER 2009



This is the first reporting period since June 2007 that female utilization has increased from the previous period. Nevertheless, the current female utilization is well below (0.53%) the June 2007 beginning of the latest trend of decline. The current female utilization is 1.15% below the June 2002 apex of 50.22%.

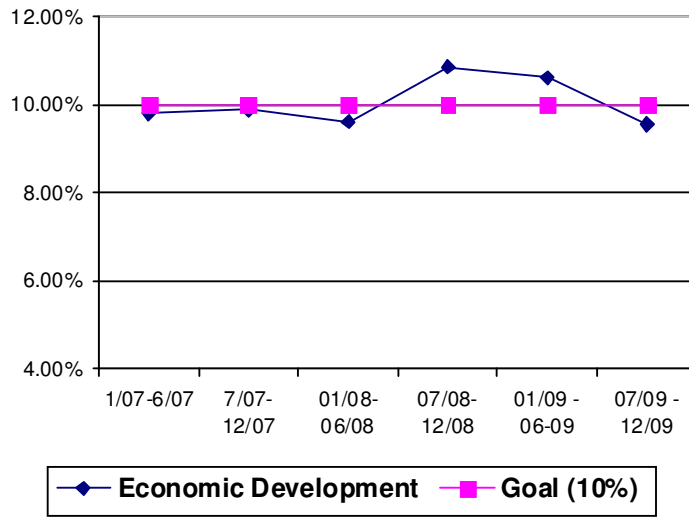
CABINET UTILIZATION

ECONOMIC DEVELOPMENT CABINET

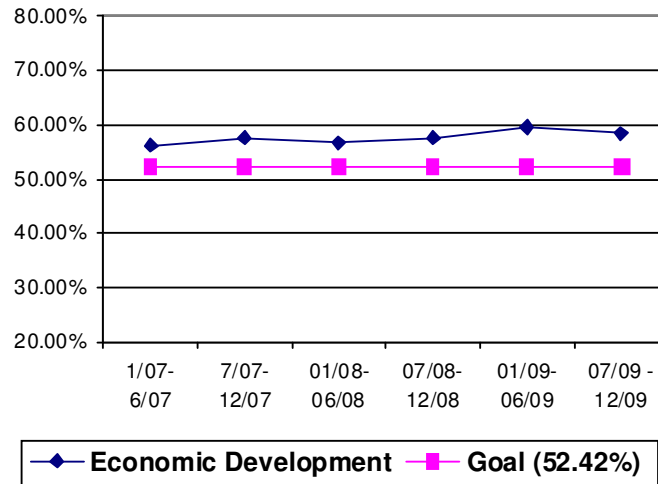
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	33	3	9.09%	10.00%	0.3	6.1%	11	33.33%	52.42%	6.3	37.7%
EEO GRP 2: PROFESSIONAL	49	5	10.2	10.00%	0.0	8.4%	34	69.39%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	3	0	0%	10.00%	0.3	8.2%	2	66.67%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	5	0	0%	10.00%	0.5	9.3%	5	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0%	10.00%	0.2	5.8%	2	100%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1	1	100%	10.00%	0.0	14.7%	0	0%	52.42%	0.53	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	94	9	9.57%	10.00%	0.4		55	58.51%	52.42%	0.0	
June '09 TOTAL	94	10	10.64%	10.00%	0.0		56	59.57%	52.42%	0.0	
CHANGES	0	-1	-1.07%		0.4		1	-1.06%		0	

Economic Development Minority Utilization Trend



Economic Development Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, the total number of employees with the Economic Development Cabinet remained the same, 94. Of these 94 employees, nine are minorities. These nine employees comprise 9.57% of the Economic Development Cabinet's workforce, 0.43% below the minority utilization goal of 10%. This 1.07% drop in minority utilization leaves the Economic Development Cabinet underutilized for the first time since June 2008.

Female Utilization

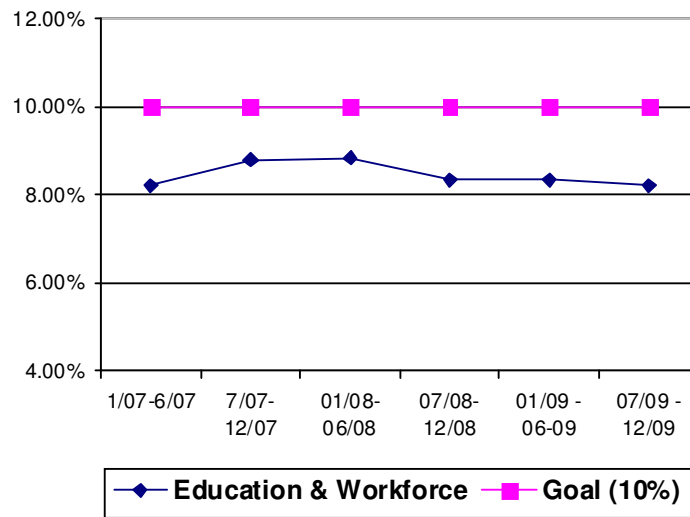
Between July 1 and December 31, 2009, the Economic Development Cabinet decreased its number of female employees by 1. Of the 94 employees currently within the cabinet, 55 are female. This slight decrease in female employment over the last six months caused the percentage of female utilization to fall 1.06% to 58.51%. Nevertheless, the Economic Development Cabinet's female employment is 6.09% above the targeted female utilization goal of 52.42%. The cabinet continues its trend of utilization.

EDUCATION & WORKFORCE DEVELOPMENT CABINET

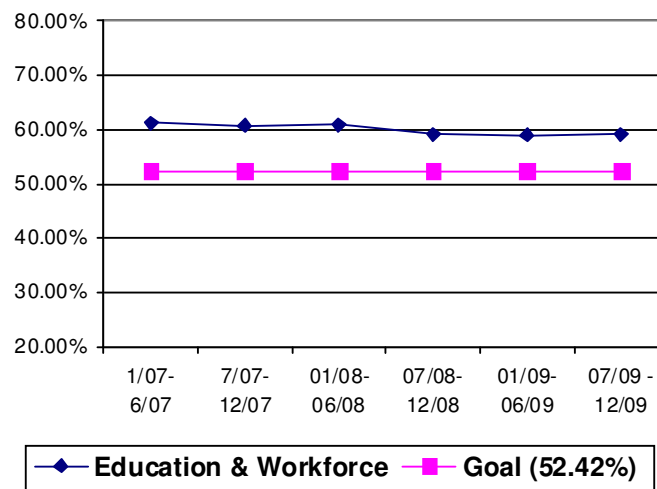
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	350	38	10.86	10.00%	0.0	6.1%	195	55.71	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	1,872	138	7.37	10.00%	49.2	8.4%	1,131	60.42	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	125	13	10.4	10.00%	0.0	8.2%	58	66.67%	52.42%	7.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	8	0	0%	10.00%	0.8	10.6%	1	12.5%	52.42%	3.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	68	9	13.24%	10.00%	0.0	8.3%	46	67.65%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	127	5	8	6.3%	4.7	9.3%	121	95.28%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	21	2	9.52%	10.00%	0.1	5.8%	2	9.25%	52.42%	9.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	93	11	11.83%	10.00%	0.0	14.7%	22	23.66%	52.42%	26.8	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,664	219	8.22%	10.00%	47.4		1,576	59.16%	52.42%	0.0	
June '09 TOTAL	2,656	222	8.36%	10.00%	43.6		1,566	58.96%	52.42%	0.0	
CHANGES	8	-3	-0.14		3.8		10	0.2		0	

Education & Workforce Development Minority Utilization Trend



Education & Workforce Development Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, the Education & Workforce Development Cabinet saw a net increase of 8 positions, resulting in a total workforce of 2,664. Of these 2,664 employees, 219 are minorities. These 219 employees, 3 less than the previous reporting period, comprise 8.22% of the Education & Workforce Development Cabinet's workforce. This figure is 1.78% below the minority utilization goal of 10%. Since June 2009, minority utilization has fallen 0.14%.

Female Utilization

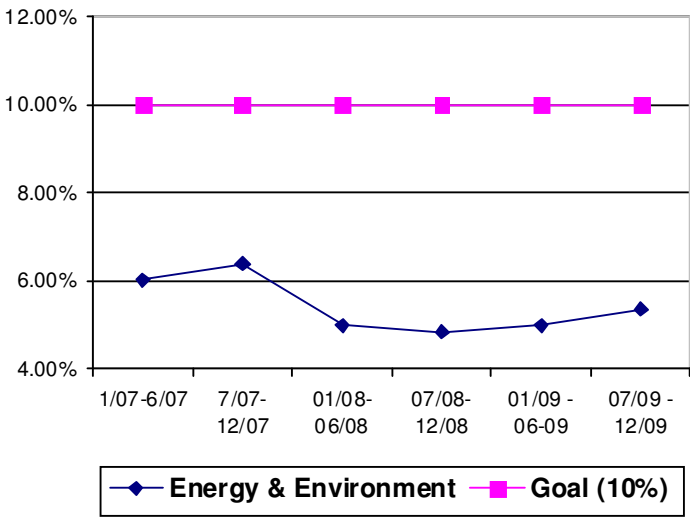
Between July 1 and December 31, 2009, female utilization in the Education & Workforce Development Cabinet increase for the first time since December 2007. Of the 2,664 employees currently within the cabinet, 1,576 are female. In the last six months, the percentage of females employed by the Education & Workforce Development Cabinet has increased from 58.96% to 59.16%, an improvement of 0.2%. Though the cabinet increased its total number of employees by eight positions, female held positions increased by 10 – resulting in this increase in female utilization. The Education Cabinet continues to remain above the targeted female utilization goal of 52.42%.

ENERGY & ENVIRONMENT CABINET

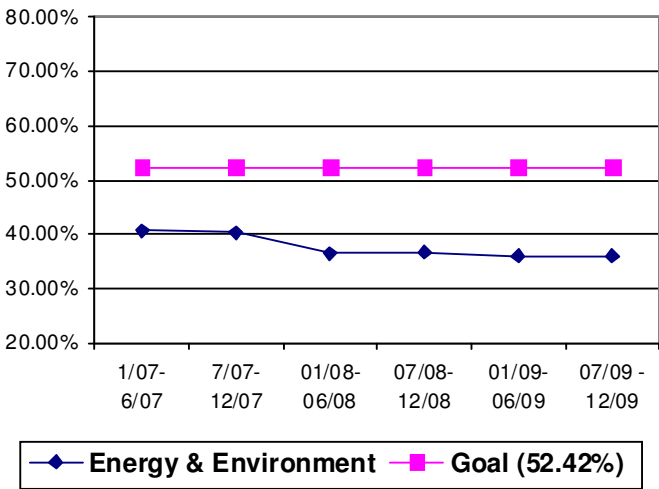
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	245	10	4.08%	10.00%	14.5	6.1%	71	28.98%	52.42%	57.5	37.7%
EEO GRP 2: PROFESSIONAL	1,266	75	5.92%	10.00%	51.6	8.4%	489	38.63%	52.42%	174.7	57.9%
EEO GRP 3: TECHNICIANS	143	6	4.2%	10.00%	8.3	8.2%	20	13.99%	52.42%	55	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	7	0	0%	10.00%	0.7	8.3%	5	71.43%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	29	1	3.45%	6.3%	1.9	9.3%	26	89.66%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	16	0	0%	10.00%	1.6	5.8%	5	31.25%	52.42%	3.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	6	0	0%	10.00%	0.6	14.7%	0	0%	52.42%	3.2	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,712	92	5.37%	10.00%	79.2		616	35.98%	52.42%	281.5	
June '09 TOTAL	1,664	83	4.99%	10.00%	83.4		600	36.06%	52.42%	272.3	
CHANGES	48	9	0.38%		-4.2		16	-0.08%		92	

Energy & Environment Minority Utilization Trend



Energy & Environment Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, the Energy & Environment Cabinet saw a net increase of 48 positions, resulting in a total workforce of 1,712. Of these 1,712 employees, 92 are minorities. These 92 employees comprise 5.3% of the Energy & Environment Cabinet's workforce, 4.63% below the minority utilization goal of 10%. However, since the last reporting period the percentage of minority workers in this cabinet has risen slightly. In June 2009, the Energy & Environment Cabinet had a minority utilization of 4.99%, 0.38% less than the current figure. Of the 48 positions created or filled, 9 were held by minorities. These nine positions comprised 18.75% of all the new positions for this reporting period. This percentage of gain is almost double the targeted utilization goal and significantly higher than the cabinet's utilization of minorities. If this employment trend continues, the Energy & Environment Cabinet (the Commonwealth's most underutilized organization) will begin to make significant gains in minority employment.

Female Utilization

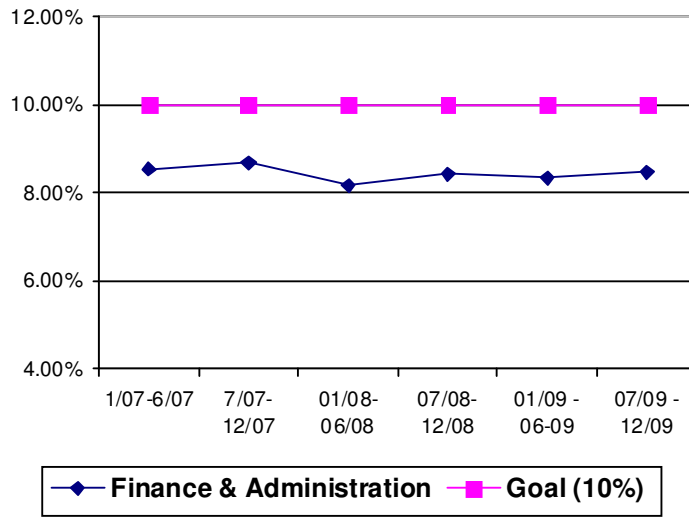
Of the 1,712 employees currently within the Energy & Environment Cabinet, only 616 (35.98%) are female. This is 0.08% below the previous reporting period and 16.44% below the Commonwealth's goal for female utilization. Though the number of females employed with the Energy & Environment Cabinet increased by 8 this reporting period, only 16 of the 48 new positions (or 33.33%) were female. This disproportionate representation of females in hiring has led to a slight fall in overall cabinet female utilization. Energy & Environment is currently at its lowest female utilization of this administration.

FINANCE & ADMINISTRATION CABINET

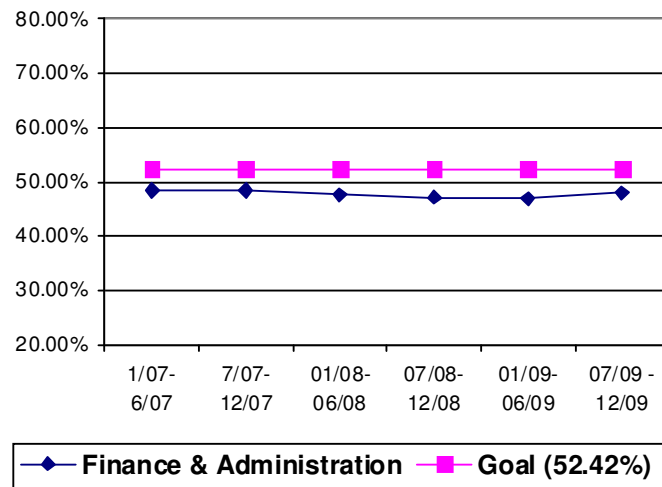
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	305	24	7.87%	10.00%	6.5	6.1%	122	40%	52.42%	37.9	37.7%
EEO GRP 2: PROFESSIONAL	1,044	86	8.24%	10.00%	18.4	8.4%	593	56.8%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	236	24	10.17%	10.00%	0.0	8.2%	85	36.02%	52.42%	38.8	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	50	3	6%	10.00%	2	8.3%	31	62%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	81	11	13.58%	6.3%	0.0	9.3%	48	59.26%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	117	3	2.56%	10.00%	8.7	5.8%	6	5.13%	52.42%	55.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	51	9	17.65%	10.00%	0.0	14.7%	19	37.25%	52.42%	7.8	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,884	160	8.49%	10.00%	28.4		904	47.98%	52.42%	83.6	
June '09 TOTAL	1,737	145	8.35%	10.00%	28.7		815	46.82%	52.42%	95.6	
CHANGES	147	15	0.14%		-0.3		89	1.16%		-12	

Finance & Administration Minority Utilization Trend



Finance & Administration Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, the Finance & Administration Cabinet saw a net increase of 147 employees, resulting in a total workforce of 1,884. Of these 1,884 employees, 160 are minorities. These 160 employees comprise 8.49% of the Finance & Administration Cabinet's workforce, 1.51% below the minority utilization goal of 10% but up 0.14% from the last reporting period. Of the 147 new positions 15 (10.2%) were held by minorities. This may have contributed to the slight increase in Finance & Administration's minority utilization.

Female Utilization

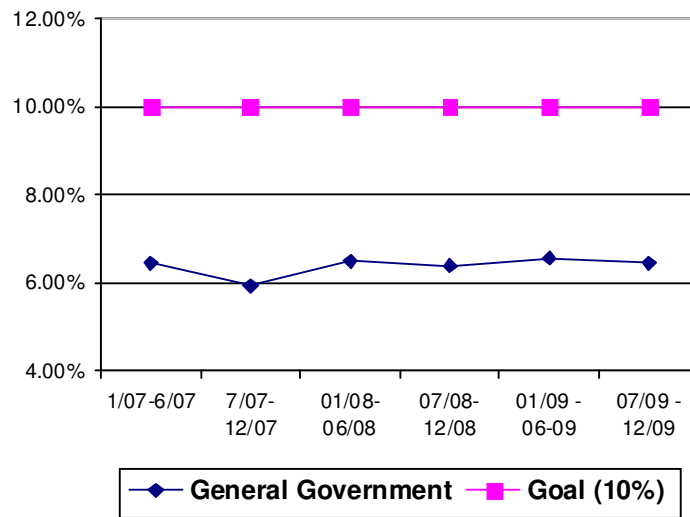
Of the 1,884 employees currently within the cabinet, 904 are female. This 1.16% rise to 47.98% female utilization is the first increase for the cabinet since December 2007. Between July and December 2009, 60.54% of the new positions were held by women, 8.12% above the employment goal. The cabinet is still 4.44% below the projected goal.

GENERAL GOVERNMENT

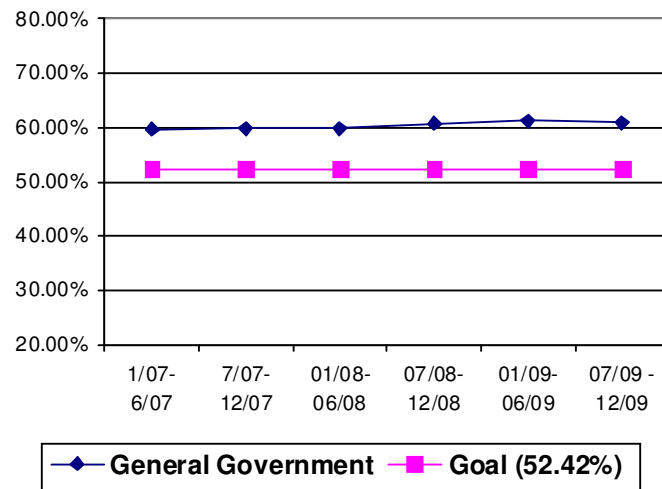
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	338	23	6.8%	10.00%	10.8	6.1%	138	40.83%	52.42%	39.2	37.7%
EEO GRP 2: PROFESSIONAL	1,275	79	6.2%	10.00%	48.5	8.4%	739	57.96%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	239	8	3.35%	10.00%	15.9	8.2%	124	51.88%	52.42%	1.3	62.9%
EEO GRP 4: PROTECT SERV WRKR	64	5	7.81%	10.00%	1.4	10.6%	12	18.75%	52.42%	21.6	19.8%
EEO GRP 5: PARA PROFESSIONAL	299	29	9.7%	10.00%	0.9	8.3%	270	90..%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	272	12	4.41%	6.3%	15.2	9.3%	252	92.65%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	56	6	10.71%	10.00%	0.0	5.8%	12	21.43%	52.42%	17.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	186	14	7.53%	10.00%	4.6	14.7%	115	61.83%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,729	176	6.31%	10.00%	96.9		1,662	60.9%	52.42%	0.0	
June '09 TOTAL	2,739	180	6.57%	10.00%	93.9		1,676	61.19%	52.42%	0.0	
CHANGES	-10	-4	-0.26		3		-14	-0.29		0	

General Government Minority Utilization Trend



General Government Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, ten positions were eliminated or vacated within the General Government, resulting in a total workforce of 2,729. This decline in employment is a continued trend from December 2008. Of these 2,729 employees, 176 are minorities. These 176 employees comprise 6.31% of the General Government's workforce, a decrease of 0.26% from the previous reporting period and 3.69% below the minority utilization goal of 10%. Of the ten positions eliminated or vacated 4 (40%) were held by minorities – this is 30% greater than the employment goal and vastly disproportionate to the number of minorities hired by General Government. This disproportionate loss of minority employees is a contributing factor in the decline of minority utilization in the General Government.

Female Utilization

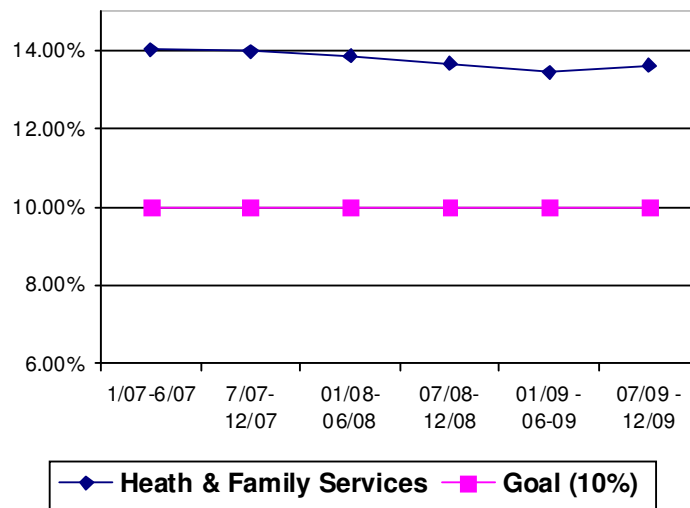
Of the 2,729 employees currently within the cabinet, 1,662 are female. Since the last reporting period, the percentage of females employed by the General Government decreased from 61.19% to 60.9%, a decline of 0.29%. Nevertheless, the General Government's female utilization is 8.48% above the targeted utilization goal for female employment.

HEALTH & FAMILY SERVICES CABINET

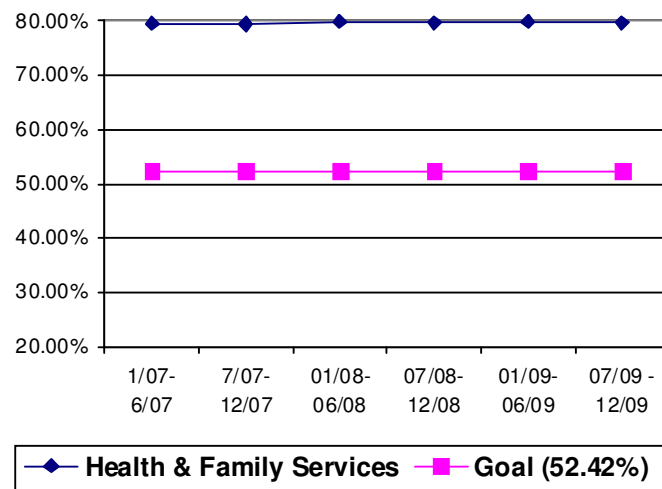
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	414	38	9.18%	10.00%	1.9	6.1%	256	61.84%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	4,370	512	11.72%	10.00%	0.0	8.4%	3,517	80.48%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	163	18	11.04%	10.00%	0.0	8.2%	100	61.35%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	88	14	15.91%	10.00%	0.0	10.6%	28	31.82%	52.42%	18.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	1,468	248	16.89%	10.00%	0.0	8.3%	1,252	85.29%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	574	63	10.98%	6.3%	0.0	9.3%	549	95.64%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	46	6	13.04%	10.00%	0.0	5.8%	7	15.22%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	223	102	45.74%	10.00%	0.0	14.7%	141	63.23%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,346	1,001	13.63%	10.00%	0.0		5,850	79.64%	52.42%	0.0	
June '09 TOTAL	7,132	960	13.46%	10.00%	0.0		5,694	79.84%	52.42%	0.0	
CHANGES	214	41	0.17%		0		156	-0.2%		0	

Health & Family Services Minority Utilization Trend



Health & Family Services Female Utilization Trend



The Health & Family Services Cabinet is one of three cabinets within state government that met both the minority and female utilization goals.

Health & Family Services exceeds utilization for each EEO Job Category (for both minority and females) with the exception of EEO Group 4 – Females.

Considering the contribution of all 13 cabinets to statewide utilization goals, Health & Family Services employs 35.31% of the Commonwealth's minority employees and 36.88% of the Commonwealth's female employees.

Minority Utilization

The Health & Family Service Cabinet continues to exceed the minority utilization goal. The Health & Family Services Cabinet minority utilization is 13.63%, 3.63% greater than the 10% goal and 0.17% than the previous reporting period. Of the 7,346 employees within the cabinet, 1,001 are minorities. Of the 214 new positions created within the cabinet, 41 (or 19.16%) were minority held.

Female Utilization

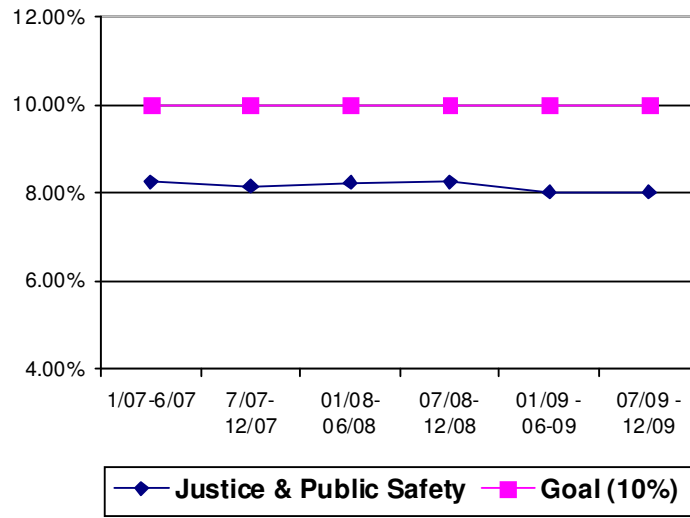
The Health & Family Service Cabinet continues to exceed female utilization goals as well. Of the 7,346 employees within the cabinet, 5,850 are females. The Health & Family Services Cabinet female utilization is 27.22% above the Commonwealth's goal of 52.42%.

JUSTICE & PUBLIC SAFETY CABINET

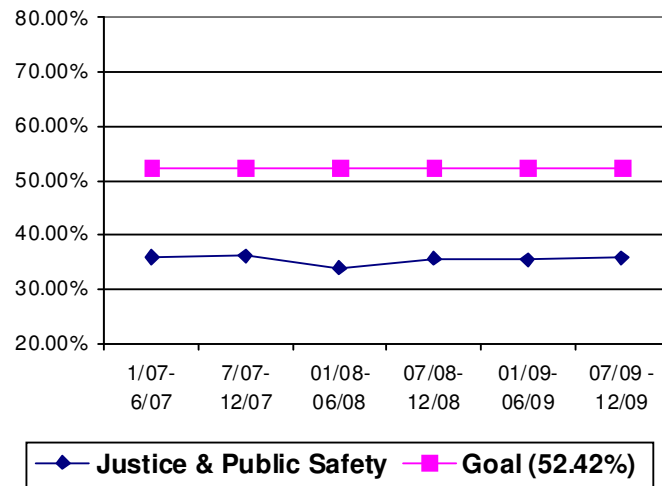
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	413	38	9.2%	10.00%	3.3	6.1%	173	41.89%	52.42%	43.5	37.7%
EEO GRP 2: PROFESSIONAL	3,431	345	10.06%	10.00%	0.0	8.4%	1,561	45.5%	52.42%	237.6	57.9%
EEO GRP 3: TECHNICIANS	226	14	6.19%	10.00%	8.6	8.2%	121	53.54%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	2,910	196	6.74%	10.00%	96.1	10.6%	481	16.53%	52.42%	1,044.5	19.8%
EEO GRP 5: PARA PROFESSIONAL	77	8	10.39%	10.00%	0.0	8.3%	36	46.75%	52.42%	4.4	62.6%
EEO GRP 6: OFFICE & CLERICAL	541	24	4.44%	6.3%	30.1	9.3%	383	70.79%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	200	4	2%	10.00%	16	5.8%	39	19.5%	52.42%	65.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	59	1	1.69%	10.00%	4.9	14.7%	14	23.73%	52.42%	17	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,857	630	8.02%	10.00%	155.7		2,808	35.74%	52.42%	1,310.7	
June '09 TOTAL	7,956	639	8.03%	10.00%	156.6		2,816	35.39%	52.42%	1,354.5	
CHANGES	-99	-9	-0.01%		-0.9		-8	0.35		-43.8	

Justice & Public Safety Minority Utilization Trend



Justice & Public Safety Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, the Justice & Public Safety Cabinet saw a net decrease of 99 positions, resulting in a total workforce of 7,857 employees. Of these 7,857 employees, 630 are minorities. These 630 employees comprise 8.02% of the Justice & Public Safety Cabinet's workforce, 1.98% below the minority utilization goal of 10%. In June 2009, the Justice & Public Safety Cabinet had a minority utilization of 8.03%, only 0.01% greater than the current figure. Of the 99 positions lost, 9 (or 9.09%) were minority held. Though this number is greater than the number of minorities employed with the cabinet, it is below the utilization goal and may have contributed to the slight decline (virtual stagnation) in minority utilization this reporting period.

Female Utilization

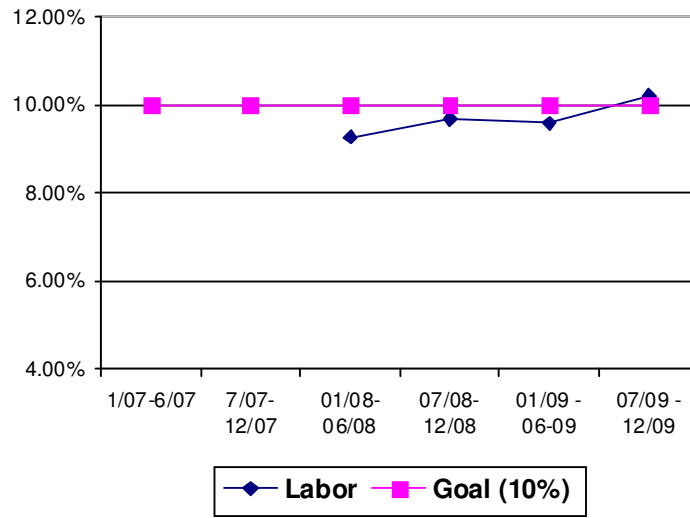
Unlike minority utilization, female utilization rose 0.35% this reporting period. This can be attributed to the disproportionate number of females included in the 99 lost positions. Of the 99 only 8 (or 8.08%) were held by females. This contributed to the rise in female utilization, though the cabinet saw a net decrease in female employment. Though female utilization rose this period, the Justice & Public Safety Cabinet is still 16.68% below the Commonwealth's goal for female utilization. The current figure is the highest since December 2007 when female utilization was at 36.08%.

LABOR CABINET

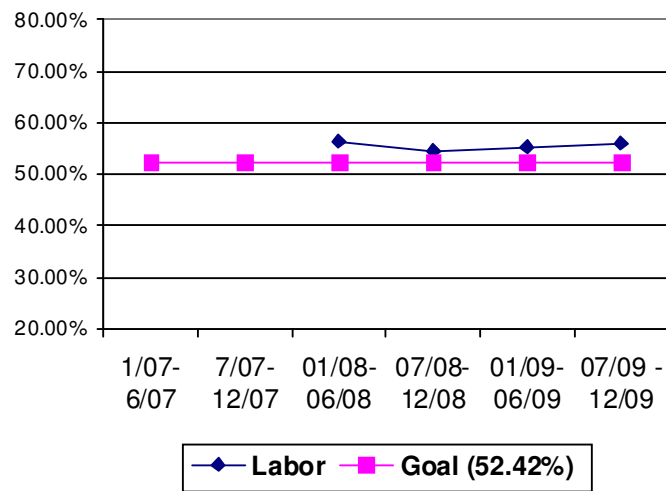
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	68	5	7.35	10.00%	1.8	6.1%	39	57.35%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	281	31	11.03%	10.00%	0.0	8.4%	148	52.67%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	39	8	20.51%	10.00%	0.0	8.2%	18	46.15%	52.42%	2.5	62.9%
EEO GRP 4: PROTECT SERV WRKR	12	0	0%	10.00%	1.2	10.6%	2	24%	52.42%	4.3	19.8%
EEO GRP 5: PARA PROFESSIONAL	15	0	0%	10.00%	1.5	8.3%	14	93.33%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	28	2	7.14%	10.00%	0.8	9.3%	27	96.43%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0%	10.00%	0.2	5.8%	1	50%	52.42%	0.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	4	0	0%	10.00%	0.4	14.7%	2	50%	52.42%	0.1	64.1%
EEO GRP 9: OTHER	1	0	0	--	0.1	--	1	100%	--	0.0	--
TOTAL	450	46	10.22%	10.00%	0.0		252	56%	52.42%	0.0	
June '09 TOTAL	438	42	9.59%	10.00%	1.8		242	55.25%	52.42%	0.0	
CHANGES	12	4	0.63%		-1.8		10	0.75%		0	

Labor Minority Utilization Trend¹⁰



Labor Female Utilization Trend¹¹



¹⁰ The Labor Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

¹¹ *Ibid...*

As of this reporting period, the Labor Cabinet joins the ranks of Health & Family Services and Personnel as one of three cabinets that exceed both minority and female utilization goals.

Minority Utilization

Since its creating, the Labor Cabinet has been extremely close to attaining minority utilization. Between July 1 and December 31, 2009, the cabinet finally reached this goal. Labor saw a net increase of 12 employees, resulting in a workforce of 450 employees. Of these 450 employees, 46 are minorities. These 46 employees represent 10.22% minority utilization, 0.22% above the minority utilization goal of 10% and an increase of 0.63% since the last reporting period.

Female Utilization

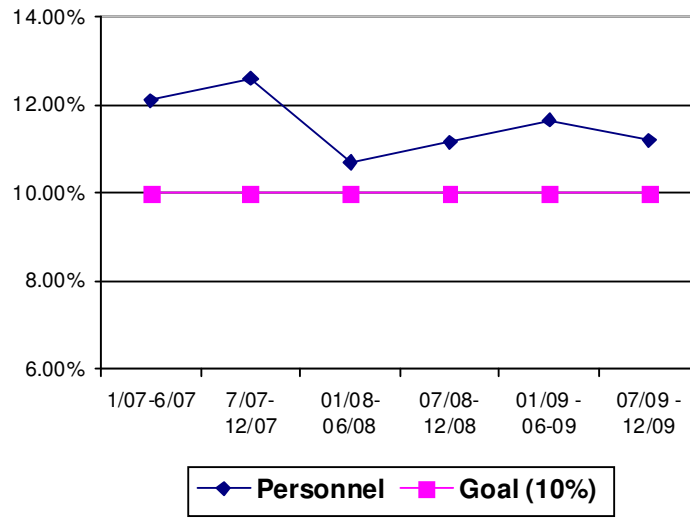
Of the 450 employees within the Labor Cabinet, 252 females are females. These 252 employees represent 56% of the cabinet's total workforce. Of the cabinet's 12 new positions, 10 (83.33%) were held by females – increasing female utilization by 0.75% since the previous reporting period. This percentage of female employment is 3.52% above the Commonwealth's goal of 52.42%.

PERSONNEL CABINET

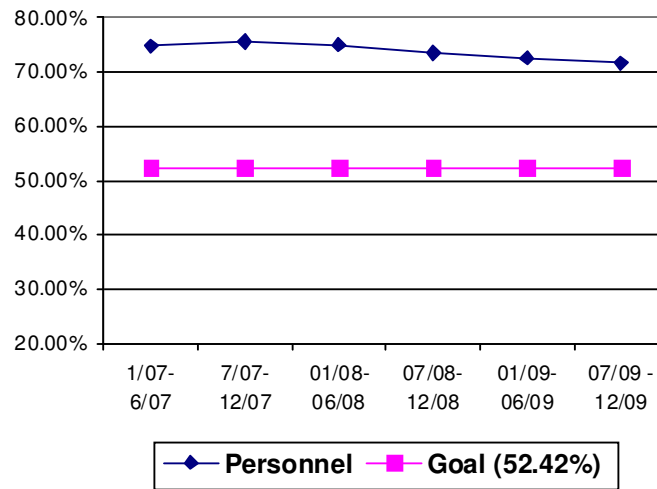
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	44	5	11.36%	10.00%	0.0	6.1%	23	52.27%	52.42%	0.1	37.7%
EEO GRP 2: PROFESSIONAL	159	17	10.69%	10.00%	0.0	8.4%	122	76.73%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	11	1	9.09%	10.00%	0.1	8.2%	7	63.64%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	8	2	25%	6.3%	0.0	9.3%	7	87.5%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	223	25	11.21%	10.00%	0.0		160	71.75%	52.42%	0.0	
June '09 TOTAL	223	26	11.66%	10.00%	0.0		162	72.65%	52.42%	0.0	
CHANGES	0	-1	-0.45%		0		-2	-0.9%		0	

Personnel Minority Utilization Trend



Personnel Female Utilization Trend



The Personnel Cabinet is one of three cabinets within state government that meet both the minority and female utilization goals.

Minority Utilization

Between July 1 and December 31, 2009, the Personnel Cabinet saw a no increase in the total number of positions, remaining at 223 employees. Of these 223 employees, 25 are minorities. These 25 minority employees comprise 11.21% of the Personnel Cabinet's workforce, exceeding the minority utilization goal of 10% by 1.21%. Though the cabinet saw no reduction in its workforce, minority held positions decreased by 1. This resulted in a decrease of 0.45% from the last reporting period.

Female Utilization

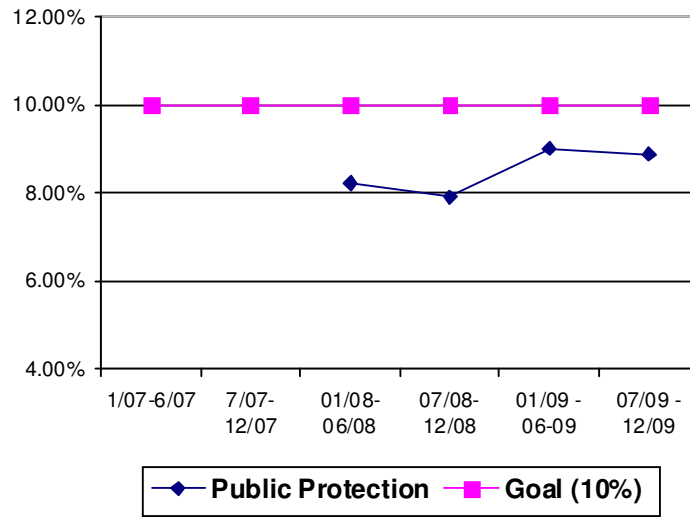
Likewise, between July 1 and December 31, 2009, the number of females employed with the cabinet fell by 2 positions, resulting in a slight decrease in female utilization from 72.65% to 71.75%. Nevertheless, the Personnel Cabinet exceeds the female utilization goal of 52.42% by 19.33%.

PUBLIC PROTECTION CABINET

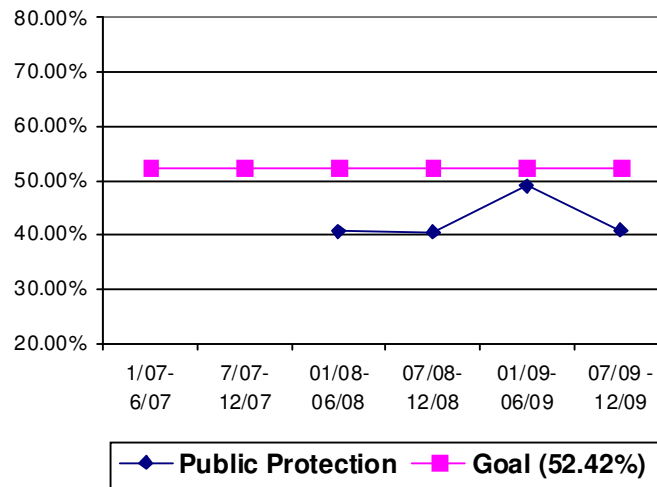
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	116	10	8.62%	10.00%	1.6	6.1%	42	36.21%	52.42%	18.9	37.7%
EEO GRP 2: PROFESSIONAL	306	35	11.44%	10.00%	0.0	8.4%	185	60.46%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	170	10	5.88%	10.00%	7	8.2%	13	7.65%	52.42%	76.2	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	4	0	0%	10.00%	0.4	8.3%	4	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	17	0	0%	6.3%	1.7	9.3%	14	82.35%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	26	1	3.85%	10.00%	1.6	5.8%	5	19.23%	52.42%	8.7	5.1%
EEO GRP 8: SERVICE MAINTENANCE	3	1	33.33%	10.00%	0.0	14.7%	0	0%	52.42%	1.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	642	57	8.88%	10.00%	7.2		263	40.97%	52.42%	73.6	
June '09 TOTAL	642	58	9.03%	10.00%	6.2		269	41.9%	52.42%	67.6	
CHANGES	0	-1	-0.15%		1		-6	-0.93%		5.7	

Public Protection Minority Utilization Trend¹²



Public Protection Female Utilization Trend¹³



¹² The Public Protection Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

¹³ *Ibid...*

Minority Utilization

Between July 1 and December 31, 2009, the Public Protection Cabinet saw a no change in the number of positions, retaining a total workforce of 642 employees. Of these 642 employees, 57 are minorities. The Public Protection Cabinet has a minority utilization of 8.88%. This is a decrease of 0.15% from the last reporting period (which saw a significant spike in utilization). This percentage of utilization is 1.12% below the targeted goal of 10%. Though the cabinet saw no change in overall employment, minority held positions fell by 1 employee, contributing to this reporting period's slight utilization decline.

Female Utilization

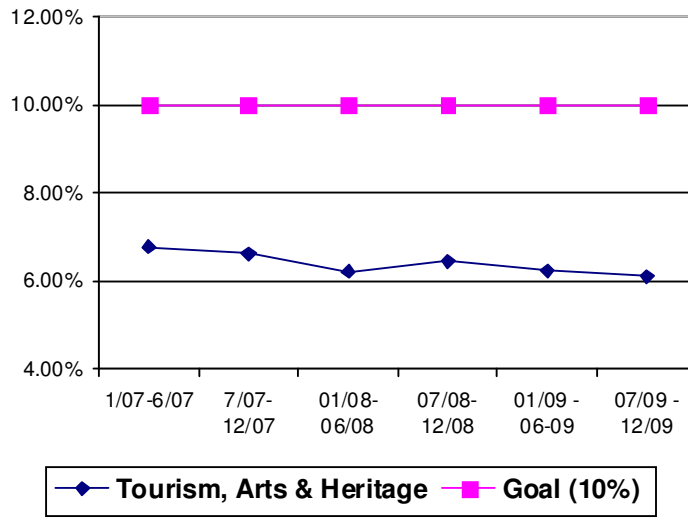
Of the 642 employees within the Public Protection Cabinet, 263 are females. These 263 employees represent 40.97% of the cabinet's total workforce. This is a decline of 0.93% from the previous reporting period. Though the cabinet saw no change in overall employment, female held positions fell by 6 employees, contributing to this period's decline in utilization and the negation of progress from the previous reporting period. The Public Projection Cabinet is currently 11.45% below the Commonwealth's goal of 52.42% for female utilization.

TOURISM, ARTS & HERITAGE CABINET

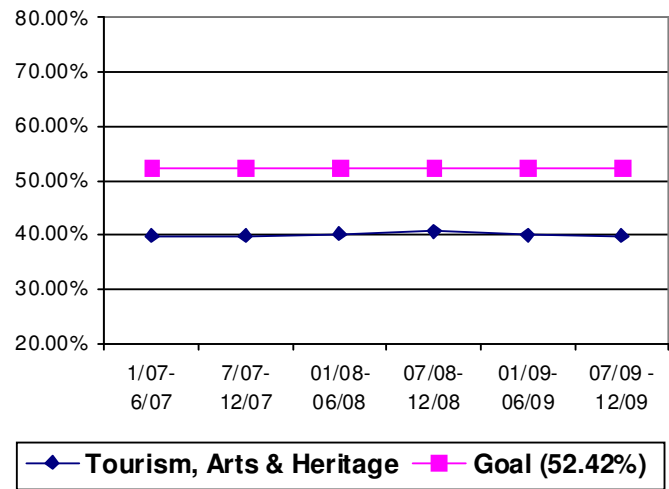
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	228	12	5.26%	10.00%	10.8	6.1%	70	30.7%	52.42%	49.6	37.7%
EEO GRP 2: PROFESSIONAL	432	13	3.01%	10.00%	30.2	8.4%	245	56.71%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	65	5	7.69%	10.00%	0.5	8.2%	21	32.31%	52.42%	13.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	202	5	2.48%	10.00%	15.2	10.6%	6	2.97%	52.42%	99.9	19.8%
EEO GRP 5: PARA PROFESSIONAL	116	5	4.31%	10.00%	6.6	8.3%	39	33.62%	52.42%	21.9	62.6%
EEO GRP 6: OFFICE & CLERICAL	166	7	4.22%	6.3%	9.6	9.3%	130	78.31%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	246	10	4.07%	10.00%	14.6	5.8%	22	8.94%	52.42%	107	5.1%
EEO GRP 8: SERVICE MAINTENANCE	587	68	11.58%	10.00%	0.0	14.7%	280	47.7%	52.42%	27.8	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,042	125	6.12%	10.00%	79.2		813	39.81%	52.42%	257.5	
June '09 TOTAL	2,048	128	6.25%	10.00%	76.8		820	40.04%	52.42%	253.6	
CHANGES	-6	-3	-0.13%		2.4		-7	-0.23%		3.9	

Tourism, Arts & Heritage Minority Utilization Trend



Tourism, Arts & Heritage Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, 6 positions were eliminated or vacated in the Tourism, Arts & Heritage Cabinet, resulting in a total workforce of 2,042. Of these 2,042 employees, 125 are minorities. These 125 employees comprise 6.12% of the Tourism, Arts & Heritage Cabinet's workforce, 3.88% below the minority utilization goal of 10%. Of the 6 positions eliminated or vacated, minority employees held 3 (50%), contributing to the decline in minority utilization. This is the third reporting period with declining minority utilization for the Tourism, Arts & Heritage Cabinet.

Female Utilization

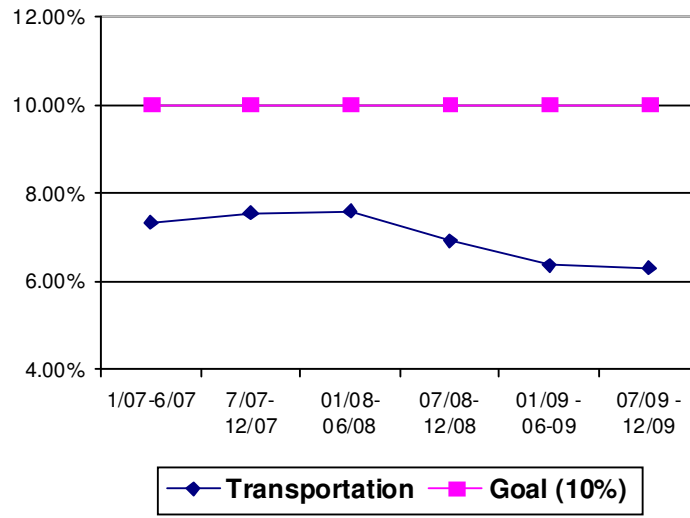
Like in minority utilization analysis, females held a disproportionate number of the positions eliminated or vacated. The cabinet saw a net decrease of 6 employees, but a decrease in female employment of 7 positions. Theoretically, over 100% of the positions vacated or eliminated were held by females, contributing to a decline of 0.23% from 40.04% to 39.81%. The cabinet is currently 12.61% below the Commonwealth's female utilization goal of 52.42%. This is the third reporting period with declining female utilization for the Tourism, Arts & Heritage Cabinet.

TRANSPORTATION CABINET

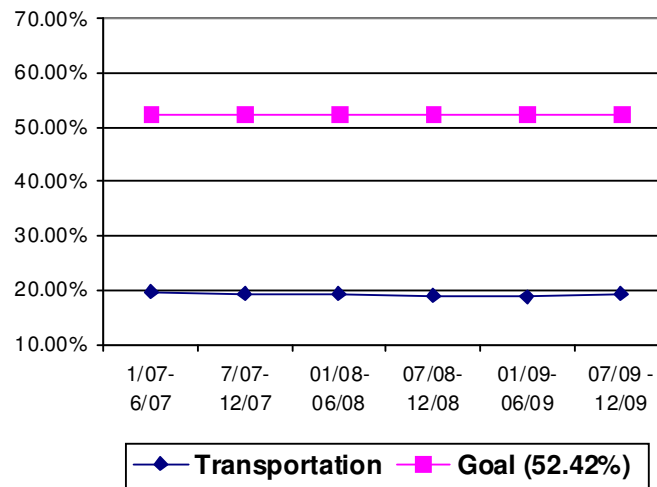
July-December 2009 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	323	8	2.48%	10.00%	24.3	6.1%	54	16.72%	52.42%	115.4	37.7%
EEO GRP 2: PROFESSIONAL	1,566	119	7.6%	10.00%	37.6	8.4%	574	36.65%	52.42%	246.9	57.9%
EEO GRP 3: TECHNICIANS	421	23	5.46%	10.00%	19.1	8.2%	87	20.67%	52.42%	133.7	62.9%
EEO GRP 4: PROTECT SERV WRKR	4	0	0%	10.00%	0.4	10.6%	1	25%	52.42%	1.1	19.8%
EEO GRP 5: PARA PROFESSIONAL	93	8	8.6%	10.00%	1.3	8.3%	23	24.73%	52.42%	25.8	62.6%
EEO GRP 6: OFFICE & CLERICAL	134	16	11.94%	6.3%	0.0	9.3%	71	52.99%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	1,637	99	6.05%	10.00%	64.7	5.8%	43	2.63%	52.42%	815.2	5.1%
EEO GRP 8: SERVICE MAINTENANCE	500	22	4.4%	10.00%	28	14.7%	50	10%	52.42%	212.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	4,678	295	6.31%	10.00%	172.8		903	19.3%	52.42%	1,549.3	
June '09 TOTAL	4,519	288	6.37%	10.00%	163.9		853	18.88%	52.42%	1,515.9	
CHANGES	159	7	-0.06%		8.9		50	0.42		33.4	

Transportation Minority Utilization Trend



Transportation Female Utilization Trend



Minority Utilization

Between July 1 and December 31, 2009, 159 positions were added to the Transportation Cabinet, resulting in a total workforce of 4,678. Of these 4,678 employees, 295 are minorities. These 295 employees comprise 6.31% of the Transportation Cabinet's workforce, 3.69% below the minority utilization goal of 10%. Since the last reporting period, the percentage of minority workers in the Transportation Cabinet has fallen 0.06% from 6.37%. Though the cabinet saw the number of minority employees increase by 7 from 288 to 295, these 7 additions only comprise 4.4% of the cabinet's overall new positions. This disproportionate number of minorities included in cabinet's net employment gain contributes to the continued decline in minority utilization. Transportation's minority utilization has been in steady decline since June 2008.

Female Utilization

Between July and December 31, only 50 of the 159 new hires were women. Underrepresentation in new positions is a continued trend. Overall, of the 4,678 employees at Transportation, 903 are females. These 903 employees represent 19.3% of the Transportation Cabinet's workforce, an increase of 0.42% from the previous reporting period but still 33.12% below the female utilization goal of 52.42%. Transportation has the lowest female utilization, 16.44% below the next lowest, Justice & Public Safety.

APPENDIX 1.

EEO Job Category Definitions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

Group 6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Group 7. Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

Group 8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.